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EXHIBIT A

SalariesReview.com

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Site registered with Network Solutions
as of

First introduced with Assessor Series[®]
ERI research PC diskettes/program:
with the [REDACTED] editions.

Beta tests of store/survey as of:


SalariesReview.com

The BTA Survey Store - Microsoft Internet Explorer

File Edit View Go Favorites Help

Back Forward Stop Refresh Home Search Favorites History Channels Fullscreen Mail Print Edit

Address http://www.btabta.com/store/survey Links

 **The BTA Survey Store**

BTA's Internet Survey Store
www.btabta.com/store/survey

SalariesReview.com

You may select among any of the participating surveys and survey organizations. These surveys are on-line, real time; any survey data inputted will be included in the results reported.

BTA US/Canada Wage & Salary Survey
Over 5,000 job titles reporting data for 5,400 locations (representing ~2,800 positions and 633 geographic areas).

BTA US/Canada Cost-of-Living Survey
A questionnaire/report listing 19 key cost items affecting housing, transportation, services, and consumables for 5,400 city/locations.

BTA International Remuneration Survey
24 job/position titles for each of 353 cities and 232 national nonas; data represents nationals' pay expressed in the respective country's currency.

BTA International Cost-of-Living Survey
A questionnaire/report listing 19 key cost items for 1,400 locations, expressed in the respective country's currency.

BTA US/Canada Employee Benefit Survey
56 key employee benefit practice measures, including employee and organizations' costs in 49

Internet zone

Preface

Background

ERI has registered and copyrighted a series of software products containing databases which are updated at least quarterly. In the past, these updates have been sent to subscribers via the mail but as of two years ago, Internet downloads were also made available.

At the same time, ERI has been assisting Baker, Thomsen Associates in the development salary and cost of living U.S., Canada, and International surveys. The result of which is SalariesReview.com, an Internet based set of surveys which allow corporations and employees to access (for a fee) the competitive norm that they might expect for a specific job, product, or service.

There is nothing new about salary surveys (be they on the Internet or elsewhere) as they have been around since the time of the Egyptians. What is new, is that each Assessor Series® can download data (make "calls for specific data" from BTA's surveys at SalariesReview.com, extract that data from the Internet file server, and then download this data into Assessor Series analyses). Applications include:

- o for the Geographic Assessor® data from the SalariesReview.com site is downloaded into a Survey Input spreadsheet found in the Immigration/Survey Input tab.. This data is downloaded (into Assessor Series analyses) from SalariesReview.com.
- o for Relocation Assessor®, data for a 16 -20 item, Cost of Living Data Page and a "FAVR" (Fixed and Variable Rate) Page for auto analyses are downloaded from SalariesReview.com.
- o for Salary Assessor®, the ability to purchase International data by downloading national pay data for 24 and/or expatriate data for 16 positions from SalariesReview.com.
- o for Executive Compensation Assessor®, the full proxy text and 10K for any specified/selected "comparable" corporation can be downloaded.

All can now access SalariesReview.com individually or from ERI's CD-ROM application:

ERI's Platform Library

April/May 1999

Calendar Your Subscriptions

Product	Data Expires
Salary Assessor	05/30/99
Relocation Assessor	06/30/99
Company Hire Assessor	06/30/99
Executive Assessor	05/30/99

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This date varies by Quarter, diskettes and CDs are released on 1/1, 4/1, 7/1, and 10/1 of each annual subscription year.

Geographic Assessor® - SalariesReview.com input from the Internet

Geographic Assessor

File Edit View Library Internet Sources Help

Two City Comparison | Graphs | Comparison List | Immigration Analysis

Change Area Software Engineer DOT: 030.062-010
OES: 22127 NOC: 2147

OES Data | Census Data | OES Description | DOT Description | Survey Input | Method | GA Letter 2-98

Survey Position Title: [] Search

Salary Survey Weighted Average: 0 ERI Salary Assessor's consensus projected mean derived from multiple surveys is not appropriate.

Survey/Source Name: []

Survey Publisher: []

Survey Publication Date: 1/ 1/00

Survey Data Effective Date: 1/ 1/00

Number of Employees: 0

Number of Organizations: 0

Survey Page Number: 0

Employer Location: Abbeville, Louisiana

Salary Survey Area: []

OES Area: NEW IBERIA

Survey Position Description: []

Other Data From This Survey: []

Retrieve Latest Internet Salary Survey Database Extract

View Methodology

Submit Cancel

Data as of: April 01, 1999 File

a) the screen shot shown in the Geographic Assessor Immigration Analysis Survey Input Tab

b) subscribers either fill in these blanks using a hardcopy survey report (typing in the data) or

c) via the "Submit" button below, they automatically and transparently access SalariesReview.com and retrieve the data see the next page.

Geographic Assessor - SalariesReview.com input from the Internet

The screenshot shows the 'Geographic Assessor' application window. The title bar includes 'File', 'Edit', 'View', 'Library', 'Internet', 'Sources', and 'Help'. The menu bar includes 'Two City Comparison', 'Graphs', 'Comparison List', and 'Immigration Analysis'. The main window is titled 'Change Area...' and 'Accounting Supervisor'. It displays various survey data fields: 'OES Data' (67,258), 'Census Data' (ERI: 189,137-057; OES: 21114 NOC: 1212), 'DOT Description' (Accounting Supervisor), 'Survey Input' (BTA U.S./Canada Internet Based Salary Survey), 'Method' (Baker, Thomsen Associates), 'GA Letter 2-98', 'Survey Position Title' (Accounting Supervisor), 'Salary Survey Weighted Average' (67,258), 'Survey/Source Name' (BTA U.S./Canada Internet Based Salary Survey), 'Survey Publisher' (Baker, Thomsen Associates), 'Survey Publication Date' (5/25/93), 'Survey Data Effective Date' (4/1/93), 'Number of Employees' (1,328), 'Number of Organizations' (1,195), 'Survey Page Number' (1,306), 'Employer Location' (Los Angeles, California), 'Salary Survey Area' (Los Angeles), 'OES Area' (LOS ANGELES-LONG BEACH, CA PMSA), 'Survey Position Description' (Accounting Supervisor), 'Overview' (Excludes supervisors whose staffs are 100% nonexempt), 'Essential Functions' (Supervision, professional level financial accounting operations and oversees those who), 'Other Data From This Survey' (Alternate Titles: Supervisor, Accounting), 'Retrieve Latest Internet Salary Survey Database Extract' (Submit/Cancel buttons), and 'View Methodology'. A status bar at the bottom indicates 'Data as of: April 01, 1999'.

d) an invisible browser is called up within an Assessor and the data from SalariesReview.com is extracted

e) the programming consists of Assessor Series PC code, a browser (self made by ERI), the connection to ERI file server's operating system language (with SalariesReview.com databases on ERI's fileserver and the reverse flow to drop data into the Assessor Survey Input Spreadsheet.

The capability to extract compensation data and drop it into an Assessor is unique.

f) And if a subscriber wishes to review the actual report, select the underlined prompt and see the next page

Geographic Assessor - SalariesReview.com input from the Internet



The BTA Survey Store

U.S./Canada Wage & Salary Survey Report

Search Request:

Accounting Supervisor
Los Angeles, California United States

Data Effective: 01-Apr-1999

Search Results:

Survey Position Title	Accounting Supervisor
Salary Survey Weighted Average:	US\$ 67,258
Survey/Source Name:	BTA U.S./Canada Internet Based Salary Survey
Survey Publisher:	Baker, Thomsen Associates Inc.
Survey Publication Date:	24-May-1999
Latest Data Collection Date:	01-Apr-1999
Number of Employees:	1,328
Number of Organizations:	1,195
Salary Survey Area:	LOS ANGELES

Alternate Titles

Alternate Titles

Supervisor, Accounting

Survey Position Description

Excludes supervisors whose staffs are 100% nonexempt. Supervises professional level financial accounting operations and oversees those who estimate expenditures expected and submits to management. Analyze records of present and past operations, trends and costs, estimated and realized revenues, administrative commitments, and obligations incurred. Develop, install, and maintain budgeting systems which provide control of expenditures made to carry out activities, such as advertising and marketing, production and labor, maintenance, or project activities, such as construction of buildings. Advise management regarding matters, such as effective use of resources and methods for preventing capital being frozen. Interpret accounts and records to management.

Table 1

Currency: U.S. Dollars

Position	Incumbents	Firms	Low	Average	High	Bonus
• Accounting Supervisor	1,328	1,195	42,285	67,258	91,051	20,850

Methodology/Description

Report Date: 24-May-1999

Country-of-origin values based on exchange rates effective 01-Apr-1999

End of Report

a) the screen shot of the data shown in the Geographic Assessor Immigration Analysis Survey Input Section pull from a report page that looks like the one at the left.

b) subscribers either fill in these blanks using a hardcopy survey report (directly typing in the data) or

c) via the "Submit" button, Assessors automatically and transparently access SalariesReview.com and retrieve the desired data.

Relocation Assessor® - SalariesReview.com input from the Internet

Relocation Assessor			
File Edit Graphs Tables Data Options Internet Help			
Prepared For		Housing	
Name: <input type="text"/>		Own or Rent: <input type="text" value="Rent"/>	
Annual Earnings: <input type="text" value="100,000"/>		Square Feet: <input type="text" value="1,200"/>	
		Family Size: <input type="text" value="2"/>	
		Automobile(s)	
		Number Owned: <input type="text" value="1"/>	
		Total Value: <input type="text" value="20,000"/>	
		Miles/Year: <input type="text" value="20,000"/>	

Two City Cost Comparison		Base City:	Destination City:	Differentials
Data As Of:		Berlin, Germany	North Clark County, User	
Apr 01, 1999		Deutsche Mark	Deutsche Mark	Deutsche Mark
Consumables	18,684	14,895	-3,790	
Transportation	8,836	4,267	-4,568	
Health Services	3,575	2,623	-952	
Rent/Utilities/Insurance	55,691	26,297	-29,394	
Income+Payroll Taxes	30,710	25,677	-5,032	
Miscellaneous	-17,496	-17,496	0	
Total Cost of Living	100,000	56,263	-43,737	
COL % of Base City	100.0 %	56.3 %	-43.7 %	
COL % of U.S. Average				
Monthly Rent	4,190	2,000	-2,189	
Per Diem Lodging	202	89	-113	
Per Diem Food/Other	115	53	-62	
Area Included	Berlin, Germany	Battle Ground, Washington		
Area Included		Brush Prairie, Washington		
Area Included		Ridgefield, Washington		

<input type="button" value="Retrieve Data"/>	<input type="button" value="Retrieve Data"/>
--	--

ERI is an outsource of compensation & benefits research. We analyze surveys, we do not conduct them. To allow subscribers to review an actual survey's results, Assessor subscribers may retrieve data from BTA's U.S./Canada and International Cost-of-Living Surveys. ERI can not warrant the accuracy of this single survey and notes that the Relocations Assessor's results, derived from combining numerous surveys, will be more "robust" than any single survey.

a) Retrieve data directly from SalariesReview.com using BTA International Cost-of Living Survey

b) Retrieve data directly from SalariesReview.com using BTA US/ Canada Cost-of Living Survey

c) Data is drawn from an Internet questionnaire - see next page.

Relocation Assessor - Internet Output - Data Supporting Two City Analyses



ER's Cost of Living Survey Input Questionnaire

Quick International Cost of Living COSTS

You have chosen:

Country: United States
City: U.S. All Renters
Currency: UNITED STATES DOLLAR

Input one observation of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid management consumer with North American buying habits. Assumed currency [= UNITED STATES DOLLAR =]

Consumables

Temporarily Stationed Employee

1. Price of one "Big Mac" or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings)
2. One container, .8 liter or 12 oz Coca Cola/equivalent

For the Traveler

Temporarily Stationed Employee

3. Hotel room - daily rate for average room - twin bed
4. Daily amount for meals and incidental expenses for the traveling businessperson

Housing

Long Term Stationed Employee

5. Monthly rent for 2 bedroom (~85 sq. meters or 900 sq. ft.)
6. Monthly utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee)
7. Monthly electrical rate per kilowatt hour

Services

Long Term Stationed Employee

8. Total monthly premium for median cost family HMO (or equivalent coverage ie., any National Plan)
9. Office visit with general practitioner for periodic medical exam (physician's fee, before insurance)
10. Total monthly premium for a single employee under median cost indemnity medical plan available in area

Taxes

11. Sales or Value-Added tax rate on Consumables
12. Residence (owned) property tax/mill rates (/1000)

Transportation

Long Term Stationed Employee

13. 2.5 Liters or 1 gallon of regular mid-level gasoline
14. Annual auto insurance as a % of auto value
15. Annual auto registration plus fees as a % of auto value

(Inputted data will be compared to United Nations and U.S. State Department reported data; -5% and +10% or greater variances will be flagged for audit knowing that government measures are often 4-9 months out of date.) If you agree with the information as submitted please press here:

Relocation Assessor - New FAVR Input Screen - Under Development

Prepared For		Housing		Automobile(s)	
Name:	<input type="text"/>	Own or Rent:	<input type="text" value="Rent"/>	Number Owned:	<input type="text" value="1"/>
Annual Earnings:	<input type="text" value="100,000"/>	Square Feet:	<input type="text" value="1,200"/>	Total Value:	<input type="text" value="20,000"/>
		Family Size:	<input type="text" value="2"/>	Miles/Year:	<input type="text" value="20,000"/>

Two City Cost Comparison	Base City:	Destination City:	Differentials
Data As Of:	Berlin, Germany	North Clark County, User	
Apr 01, 1999	Deutsche Mark	Deutsche Mark	Deutsche Mark

Automobile

Make

Model

Year

Accessories:

Driving Conditions

Own/Lease

(Application illustrated - now under development - and is shown only because it too will download data directly from SalariesReview.com.)

Salary Assessor®- SalariesReview.com input from the Internet

Salary Assessor

File Edit View Options Description Library Internet Sources Help

Individual Profile Benchmark List Geographic List International Salary Data Analysis

Sales Area Manager

DOT: 163.167-018
OES: 13011 NOC: 15

Customize Table

☐ Show customized table

Annual Salaries

Years Of Experience	Range Minimum	Projected Median	Range Maximum
16	56,892	65,262	80,972
8	45,655	52,327	64,979
1	31,286	35,785	44,528

Data That Affect Salaries

Organization Data

Area: Berlin, Connecticut

Industry: Food Stores

Codes: SIC: 5400, PBA: 5410, NAIC: NA

Size (Revenue): (Data not sensitive to size)

Planning Date: May 31, 1999

Base Salary Graph

ERI is an outsource of compensation & benefits research. We analyze surveys, we do not conduct them. To allow subscribers to review an actual international survey's results, Assessor subscribers may retrieve data from BTA's International Remuneration Survey that reports upon 24 national positions. Should "Retrieve National Data" be selected, the Salary Assessor will model the estimated competitive rate for the above selected position based upon the retrieved data. Should "Retrieve Expatriate Data" be selected, the Salary Assessor will model an estimated competitive rate based upon cost-of-living, hardship, premium, and other factors. BTA data is "third-party" data and the value shown is that of an "estimate". BTA collects a fee of \$19 for each retrieval from their survey databases.

Retrieve National Data

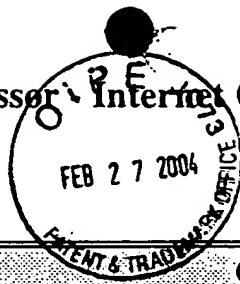
Retrieve Expatriate Data

a) Retrieve wage & salary survey data from BTA's International Remuneration Survey by selecting retrieval of "nationals" pay via SalariesReview.com

b) Retrieve wage & salary survey data from BTA's International Remuneration Survey by selecting retrieval of either U.S. or Canadian Expatriate pay via SalariesReview.com

c) Data is extracted so that national pay levels may be reported and/or modeled.

Salary Assessor's Internet Output
SALARY ASSESSOR
 International Estimate



CHIEF FINANCIAL OFFICER

CANADIAN EXPATRIATE ESTIMATE

Estimated Mean Salary Range

Size (revenue)	9,875,000	98,750,000	987,500,000
Range Maximum	\$160,477	\$296,305	\$479,950
Mean	\$90,767	\$167,594	\$271,465
Range Minimum	\$47,199	\$87,149	\$141,162

Specifications	Base Salary Graph
Prepared For: Software Firm Inc. Metro Area: Berlin, Germany Industry: Computer Software Industry Codes: PBA: 3666, SIC: 3664 Organization Size: \$ 98,750,000 (revenue) Planning Date: 01/01/99 Database as of: 10/01/97 DOT: 189.117-054 NOC: 1130 Printout Date: 11/01/98 ERISA File: c:\erisa\softind.sal <i>(items in bold affect salary estimates)</i>	<p>Salary</p> <p>Revenue (in millions)</p>

Data upon which the above Estimate is Modeled

National Salaries (National Currency)	National	Expatriate Salaries with City of Origin as	NEW YORK	WASHINGTON	ATLANTA	INTERNATIONAL
Truck Driver Light	24672700	23588410				
Accountant	62360480	59619920	73389	69154	64683	60913
Electrical Engineer	82652590	79921320	97741	91613	89213	81447
Police Officer	30871610	27163320	36193	34996	33607	34539
Teacher Elementary	46264430	43231840	115409	107720	107373	10777
Teacher Secondary	47594020	45823400	76945	71581	70120	69144
Registered Nurse	67974640	64931350	78977	74545	73134	69871
Sales Supervisor	41890300	39170410	63932	57173	55649	49969
Salesperson Retail	36111610	32612510	43587	41484	40404	39549
Secretary	48013260	38253850	42389	38923	36773	32488
Chauffeur	23570270	22324320	73749	64680	63223	58483
Accounting Clerk	31755740	29260170	62734	59037	56524	50779
General Office Clerk	29264710	27921350	64196	62861	60399	56738
Editor/Writer	72216170	64108190	78723	69536	64254	57764
Food Preparer/Cook	10478850	10466770	52737	48522	46387	43234
Janitor	22221770	21245190	40733	37483	35381	32329
Groundskeeper Worker	23896120	22844040	40929	36920	34734	31524
Veterinary Assistant	22513670	21046320				
Farmer/Herdsman	14413650	13121770				
Production Supervisor	54319820	53144740				
Maintenance Supervisor	29628470	27921350				
Carpenter	34924430	32291520				
Truck Driver Heavy	30277460	28574880				
Electronic Assembler	30244160	28915820				

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